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## How do occupational role demands influence age-related trajectories of emotional functioning?

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### DO YOUNGER AND OLDER EMPLOYEES REACT TO INTERGENERATIONAL CONFLICTS DIFFERENTLY?

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This paper examines whether younger and older employees differ in their emotional and behavioral reactions to conflicts occurring in the workplace. A total of 144 Chinese employees (Mage=40.2, SD=12.4; 53.5% females) took part in an experimental study conducted in the Psychology Laboratories. Four short videos depicting hypothetical workplace conflicts were presented to each participant in a randomized order. These video vignettes varied in the conflict context (intergenerational vs non-intergenerational) and intensity (high vs low). Results of Repeated Measures ANOVAs show significant age differences in emotional reactions ( $F=11.465$ ,  $p=.001$ , partial  $\eta^2=.077$ ) and conflict strategies ( $F=3.432$ ,  $p=.035$ , partial  $\eta^2=.048$ ). Compared with their younger peers, older employees reported less negative and more positive emotions in high-intensity conflicts. Age variations in conflict management were more likely in intergenerational conflicts than in non-intergenerational conflicts. Findings of this study reveal that conflict responses vary by the age of conflict partners and levels of conflict intensity.

### OLDER AND LESS DEVIANT? A MEDIATED MODERATION MODEL OF AGE, COGNITIVE REAPPRAISAL, AND ABUSIVE SUPERVISION

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Given the aging trend in the workforce, examining the risky and protective factors of older workers' work performance has important implications. The present study investigated the moderation effect of employee age on the relationships of abusive supervision with organizational and interpersonal deviance, as well as whether employees' use of cognitive reappraisal mediated these moderation effects. In a group of 615 occupational and physical therapists from the Midwestern United States, this study found that employee age significantly moderated the relationships of abusive supervision with both organizational and interpersonal deviance. Specifically, compared with younger workers, the effects of abusive supervision on organizational and interpersonal deviance were weaker among older workers. Furthermore, use of cognitive reappraisal significantly mediated these moderation effects. Findings suggest that habitual use of cognitive reappraisal may account for age-related advantages in responding to abusive supervision. Theoretical and practical implications are discussed.

### THE AGE-CONDITIONAL EFFECT OF POLITICAL SKILL ON EMPATHY: AN EXPERIENCE SAMPLING STUDY

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Lifespan theoretical perspectives emphasize the positive influence of aging on emotion regulation processes (Scheibe & Zacher, 2013). Presently, we examine how age and political skill (a work-relevant interpersonal competency, which functions as an emotion-relevant resource; see Urry & Gross, 2010) jointly influence within-person dynamics in empathy across a workweek. Participants were  $N = 117$  full-time employees (Mage = 42.85; SD = 12.18) who completed momentary surveys three times a day over a single five-day workweek. Results suggest that empathy generally builds across the workweek for all respondents (i.e., there are positive trajectories of empathy across time), and that political skill is positively related to within-person variability in empathy. Moreover, considering the interaction of age and political skill across time, possessing higher levels of political skill seems to only benefit the positive trajectory of empathy for relatively older workers. In contrast, high political skill presents a liability for relatively younger workers.

### HOW DO OCCUPATIONAL ROLE DEMANDS INFLUENCE AGE-RELATED TRAJECTORIES OF EMOTIONAL FUNCTIONING?

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Prior research indicates that older in comparison to younger workers regulate their emotions at the workplace more effectively, yet, this does not seem to apply for all older workers. The question arises which factors influence age-related trajectories of emotional functioning. The goal of this study is to investigate the relationship between occupational role demands and age-related trajectories of emotional functioning. Research on cognitive aging shows that workers with cognitively demanding jobs show more positive age trajectories of cognitive functioning than workers with less cognitively demanding jobs. This study tests the idea that workers with emotionally demanding jobs (relative to emotionally less demanding jobs) will grow with their duties over the course of their lifespan and improve their emotional functioning over time. This idea is tested with longitudinal data over ten years from the German Socio-Economic Panel (SOEP) study combined with information from the Occupational Information Network (O\*NET) database.

## SESSION 1590 (PAPER)

### END-OF-LIFE ISSUES

### WHO DO WE TALK TO ABOUT AGE-RELATED PLANNING? MAPPING CONVERSATION PARTNERS TO UNDERSTAND PATTERNS AND OVERLAP

E. Chen, D. Kennedy, *RAND Corporation*

Research on advanced care planning (ACP) -- plans that express or document wishes for health care for when a person is not able to communicate their decisions - has often conceptualized ACP as a health behavior. However, research shows that individuals understand ACP as just one of a larger set of things that they do to plan for late